

City of Alameda  
Benefits/Contract Provisions by Bargaining Unit  
Effective 02/24/16

	ACEA (Miscellaneous)	PANS (Miscellaneous)	EXME (Miscellaneous)	MCEA (Miscellaneous)	EUPA/AMPU (Miscellaneous)	IBEW (Miscellaneous)	APMA (Safety)	AFCA (Safety)	IAFF (Safety)	APOA (Safety)
TERM OF CONTRACT										
	Upon Ratification- 12/27/18	12/27/15-12/26/18				01/01/2012-12/26/15	11/01/15-12/18/21			
RETIREMENT - PERS			(Safety Chiefs = Safety Mgrs)							
Pension Formula	<u>EEs hired before 01/01/13</u> 2% @ 55		<u>EEs hired after 01/01/13</u> 2% @ 62				<u>EEs hired before 01/01/13</u> 3% @ 50		<u>EEs hired after 01/01/13</u> 2.7% @ 57	
City Cost	<u>EEs hired before 01/01/13</u> 15.333% (FY14-15) 17.909%(FY 15-16)		<u>EEs hired after 01/01/13</u> 17.201% (FY14-15) 19.777% (FY 15-16)				<u>EEs hired before 01/01/13</u> 40.115% (FY14-15) 41.036% (FY 15-16)		<u>EEs hired after 01/01/13</u> 44.115% (FY14-15) 46.036% (FY 15-16)	
Employee Contribution	<u>EEs hired before 01/01/13</u> 8.868%(FY 14-15)(FY15-16) (7% + 1.868% Cost Share)		<u>EEs hired after 01/01/13</u> 6.75%* (FY 14-15)(FY 15-16) *subject to change				<u>EEs hired before 01/01/13</u> 14% (FY15-16) (9% + 5% Cost Share)		<u>EEs hired after 01/01/13</u> 12% *(FY14-15)(FY 15-16) *subject to change	
Final Compensation	<u>EEs hired before 01/01/13</u> Single Highest Year						<u>EEs hired after 01/01/13</u> Average of three highest years			
Survivor Benefit	3rd Level									
COLA INCREASES										
EFFECTIVE 2016	Effective 01/24/16, 3% increase plus at one-time non-persable stipend of 0.38% of the 2015 annual salary				Effective 01/24/16, 3% increase plus an additional .38% ongoing salary increase. Effective the first full pay period in March 2016, EUPA only will receive the remainder market study adjustment increase as deccribed in Appendix B.	Still in negotiations	Effective 01/10/16, 4.36% salary increase			
EFFECTIVE 2017	Effective first full pay period in January, the wage increase will be based on the growth of City revenues (Property Tax, Bradley Burns Sales Tax, Utility Users Tax and Transient Occupancy Tax) with a minimum of 3% and a maximum 4% of which only 3% shall be an ongoing salary increase. Any amount over 3% shall be in the form of a one-time non-PERSable stipend.				Effective first full pay period following 01/01/17, EEs will receive 3% salary increase.	Still in negotiations	Effective first full pay period after 01/01/17, the wage increase will be based on growth of City revenues, for a minimum of 2% and a maximum of 5%.			
EFFECTIVE 2018	Effective first full pay period in January, the wage increase will be based on the growth of City revenues (Property Tax, Bradley Burns Sales Tax, Utility Users Tax and Transient Occupancy Tax) with a minimum of 3% and a maximum 4% of which only 3% shall be an ongoing salary increase. Any amount over 3% shall be in the form of a one-time non-PERSable stipend.				Effective first full pay period following 01/01/18, EEs will receive 3% salary increase.	Still in negotiations	Effective first full pay period after 01/01/18, the wage increase will be based on growth of City revenues, for a minimum of 2% and a maximum of 5%.			
EFFECTIVE 2019	To be determined in the next round of negotiations						No wage increase in 2019			
EFFECTIVE 2020	To be determined in the next round of negotiations						Effective first full pay period after 01/01/20, the wage increase will be based on growth of City revenues, for a minimum of 3% and a maximum of 5%.			
EFFECTIVE 2021	To be determined in the next round of negotiations						Effective first full pay period after 01/01/21, the wage increase will be based on growth of City revenues, for a minimum of 2% and a maximum of 5%.		In June 2020, the City will conduct a total compensation survey. Depending on the results of the survey, an equity adjustment may be applied effective the first full pay period after 01/01/21, not be less than 2% nor greater than 5%. (Details are available in the MOU)	

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HEALTH COVERAGE										
			Plan A (EEs hired on or before 01/02/07)		Plan B			Plan A (EEs hired or promoted on or before 02/16/10)	Plan B	
Waiving Medical	\$230.00	\$230.00	\$869.43		\$230.00		\$230.00	\$230.00	\$1,262.52	\$230.00
1-Party No cash back	\$895.02	\$867.37 No Cash Back	\$1,765.35 max cash back of \$530.74		\$867.37 No Cash Back		\$947.26 No Cash Back	\$922.02 No Cash Back	\$1,822.23 max cash back of \$834.96	\$922.02 No Cash Back
2 Party No cash back	\$1,790.03	\$1,734.74 No Cash Back	\$1,765.35 max cash back of \$176.05		\$1,734.74 No Cash Back		\$1,894.53 No Cash Back	\$1,844.04 No Cash Back	\$1,822.23 max cash back of \$302.40	\$1,844.04 No Cash Back
3+ Party No cash back	\$2,327.04	\$2,255.15 No Cash Back	\$1,765.35 No cash back		\$2,255.15 No Cash Back		\$2,462.89 No Cash Back	\$2,397.25 No Cash Back	\$1,822.23 No cash back	\$2,397.25 No Cash Back
Health: formula calculation	First full pay period in <b>January 2017</b> , City Contribution will be the following: 0-party- \$230/ cash back EE only= \$928.87 EE + 1= \$1857.74 Family= \$2,415.06  First full pay period in <b>January 2018</b> , the City's contribution shall increase by 50% of the increase to the Kaiser premium based upon each coverage level.		Effective January 2017 & 2018, the City's contribution shall increase by 50% of the increase to the Kaiser premiums based upon each coverage level.		First full pay period in January 2017, City Contribution will be the following: 0-party- \$230/ cash back EE only= \$928.87 EE + 1= \$1857.74 Family= \$2,415.06  First full pay period in January 2018, the City's contribution shall increase by 50% of the increase to the Kaiser premium based upon each coverage level.		Still in negotiations	<u>Effective 01/01/17 and every January 1st thereafter</u> 50% of increase in PERS Kaiser premium	Plan A (EEs hired prior to 11/14/06) 85% of annual increase in PERS Bay Area Kaiser premium.	<u>Effective 01/01/17 and every January 1st thereafter</u> 50% of increase in PERS Kaiser premium
DENTAL COVERAGE										
Enrollment is mandatory	\$2,600 pp/yr.					\$2,100 pp/yr.	\$2,600 pp/yr.			
	\$2,500 pp ortho life					\$2,000 pp ortho life	\$2,500 pp ortho life			
	80% coverage					80% coverage	90% coverage			
	City paid \$128.50 / month					\$82.30 / month	City paid \$149.20 / month			
VISION COVERAGE										
Optional Enrollment	Employee Paid						Effective 1/1/2016, the City split the cost of the vision premium 50-50 with members of the safety bargaining units.			
	EE only rate-\$7.40; Two-party rate- \$14.30; Family rate- \$22.70									
LIFE & AD&D COVERAGE										
Enrollment is mandatory	\$50,000		\$100,000			\$50,000	\$100,000	\$100,000	\$50,000	\$50,000
	City paid \$7.60 / month		City paid \$15.20 / month			City paid \$7.60 / month	City paid \$15.20 / month	City paid \$15.20 / month	City paid \$7.60 / month	City paid \$7.60/ month
	(\$ .152 / \$1,000)		(\$ .152/ \$1,000)			(\$ .152 / \$1,000)	(\$ .152 / \$1,000)	(\$ .152 / \$1,000)	(\$ .152 / \$1,000)	(\$ .152/ \$1,000)
LTD COVERAGE										
Enrollment is mandatory	2/3 salary to \$1,667 / month		2/3 salary to \$8,000 / month	2/3 salary to \$1,667 / month		2/3 salary to \$1,667 / month	None			
	.380% salary w/ \$9.50 max (\$2,500 salary cap)		.380% salary w/ \$45.60 max (\$2,500 salary cap)	.380% salary w/ \$9.50 max (\$2,500 salary cap)		.380% salary w/ \$9.50 max (\$2,500 salary cap)				
EAP BENEFIT										
Enrollment is mandatory	10 visits per issue per year									
	City paid \$3.19 / month									

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Uniform Allowance											
Paid bi-weekly	N/A	Effective 01/24/16- \$875/yr 1st full pay period following: 01/01/17= \$925/year 01/01/18= \$950/year	Chief of Police = APMA Fire Chief = AFCA	N/A			1st pay period following: 07/01/15 = \$2,000/yr	1st full pay period following: 01/01/16= \$1,110/year 01/01/17= \$1,150/year 01/01/18= \$1,190/year 01/01/19= \$1,230/year 01/01/20= \$1,270/year 01/01/21= \$1,310/year		1st pay period following: 07/01/15 = \$2,000/yr	
RETIREE - HEALTH											
	PERS required employer minimum contribution \$125.00 / month						<b><u>If EE hired before 6/7/11, and retires with no less than 5 yrs of service wtihin 120 days of separation:</u></b> The City will reimburse the retiree up to 2-party Kaiser or Blue Shield rate  <b><u>If EE hired after 6/7/11, and retires with no less than 10 yrs of service within 120 days of separation:</u></b> City will reimburse the retiree up to 1-party Kaiser or Blue Shield rate				
RETIREE - DENTAL											
	N/A						<b><u>If EE hired before 6/7/11</u></b> City paid up to 2-party rate <b><u>If EE hired after 6/7/11</u></b> City paid up to 1-party rate				
DEFERRED COMPENSATION											
	Employee paid										
SUPPLEMENTAL RETIREMENT BENEFITS											
Enrollment is mandatory	N/A						Effective 01/01/16, EEs hired after after 06/07/11 will contribute 2% of regular base monthly salary to a 401(h) plan.				
OTHER POST EMPLOYMENT BENEFITS (OPEB)											
Enrollment is mandatory	N/A						1st pay period following: 01/01/16, EEs hired on or before 06/07/11, will contribute 2% of top step base salary of firefighter/police officer. EEs hired after 06/07/11 will contribute 1% of top step base salary of firefighter/police officer. 01/01/17, EEs hired on or before 06/07/11, will contribute 3% of top step base salary of a firefighter/police officer. EEs hired after 06/07/11 will contribute 2% of top step base salary of a firefigher/police officer. This amount will remain stagnant for duration of MOU. 01/01/18, EEs hired on or before 06/07/11, will contribute 4% of top base salary of a firefighter/police officer.				
MANAGEMENT INCENTIVE PAY											
	N/A						10 days pay No option for time off				
SICK LEAVE											
	Pre 8/1980: 20 days/yr + 1 day/mo	Pre 7/1981: 20 days/yr + 1 day/mo	Pre 1/1987: 20 days/yr +1 day/mo			Pre 2/1985: 20 days/yr + 1 day/mo	Pre 7/1981: 20 days/yr +1 day/mo				
	Post 8/1980: 1 day / mo	Post 7/1987: 1 day/mo	Post 1/1987: 1 day / month			Post 7/1981:1 day / month	Post 7/1981:1 day / month				
SICK LEAVE INCENTIVE											
Effective 2014	N/A					5 days or less of sick leave usage, rewards one full day of leave to use the following year. Eligible for cash out at separation.	20 hours of "leave time" the following year. Any hours not used will be lost and cannot be cashed out.	24 hours of "leave" for suppression employees 10 hours of "leave" for non-suppression. This leave cannot be cashed out.	24 hours of "leave" for suppression employees 10 hours of "leave" for non-suppression. This leave cannot be cashed out.	20 hours of "leave time" the following year. Any hours not used will be lost and cannot be cashed out.	

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HOLIDAYS										
								Non-Suppression	Non-Suppression	
Observed	10 days		One (1) after 1 year of service	10 days			12 days	11 days	11 days	
Floating	3.5 days			3.5 days				2 days after 1 yr of service	2 days after 1 yr of service	1 day after 1 yr of service; Unused floater will be cashed out.
								Suppression	Suppression	Suppression
Holiday in Lieu Pay	N/A		7.5020%		N/A			4.9999 %	4.9999 %	6.925%
SDI										
Employee paid	.9% to max of \$960.68		Effective 01/24/16- .9% to max of		N/A	.9% to max of \$960.68			N/A	N/A
Jury Duty										
	Hours paid for time served.								Hours paid for time served and travel time to and from court	Hours paid for time served
FUNERAL LEAVE										
	4 days for death of immediate family member(s) (See MOU for details on eligible family members)	3 or 5 days depending on immediate family member(s) (See MOU for details on eligible family members)	4 days for death of immediate family member(s) (See MOU for details on eligible family members)			Employees with one (1) or more years of uninterrupted service with the City are eligible for 3 or 5 days depending on immediate family member(s). (See MOU for details on eligible family members)	Employees with one (1) or more years of uninterrupted service with the City are eligible for 3 or 5 days depending on immediate family member(s). (See MOU for details on eligible family members)	Employees with one (1) or more years of uninterrupted service with the City, are granted 48 hours of leave for Suppression Staff, and 24 hours of leave for non-suppression staff. (See MOU for details on eligible family members)	3 or 5 days depending on immediate family member(s) (See MOU for details on eligible family members)	
IMMINENT DEATH										
Used in the event critical illness, death appears imminent	N/A								48 hours use of sick leave for suppression staff. 24 hours use of sick leave for non-suppression staff.	N/A
BIRTH OF CHILD LEAVE										
	N/A								Up to 24 hours of paid leave	N/A
PHYSICAL FITNESS/INCENTIVE LEAVE										
Voluntary Program	N/A									
PROFESSIONAL LEAVE										
Only available to EUPA	N/A				Ees with three (3) or more years of continous service to the City will receive eight (8) hours of professional leave during normal business hours to attend a professional growth training per fiscal year.	N/A				
ADMINISTRATIVE LEAVE										
	N/A			One week of leave per fiscal year. Unused leave will be cashed out at end of each FY. No carry over allowed.	N/A		123.5 hrs/calendar year No carry over; No cash out			

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Standy-By Pay														
Only available to EUPA/MCEA	N/A			EEs in a Public Works Supervisory position may be required to be placed on a mandatory standby schedule. EEs assigned to Standby shall accraul a maximum of forty (40) hour of administrative leave in one twelve (12) month period. (See MOU for details)	EEs in specific mangement classifications may be required to be placed on a mandatory Standby schedule. EE assigned to Standby shall accrue a maximum of sixty-six (56) hours of administrative leave in one 12-month period. (See MOU for details)	N/A								
CATASTROPHIC LEAVE														
	Employee leave donation program. (See MOU for details)			As governed by Admin. Policies & Procedures #44	Employee leave donation program. (See MOU for details)									
VACATION LEAVE														
Accrual	Pre1988	Post1988		3 weeks to start	4 weeks to start	Pre1988	Post1988			56 hr wk	40 hr week	56 hr wk	40 hr week	
1 yr:	10 days	10 days	10 days	16 days	21 days	10 days	10 days	10 days	10 days	6 shifts (144 hours)	10 days	6 shifts (144 hours)	10 days	10 days
2 yrs:	10 days	10 days	10 days	17 days	22 days	10 days	10 days	10 days	10 days		10 days		10 days	11 days
3 yrs:	10 days	10 days	10 days	18 days	23 days	10 days	10 days	10 days	10 days		10 days		10 days	12 days
4 yrs:	10 days	10 days	10 days	19 days	24 days	10 days	10 days	10 days	10 days		10 days		10 days	13 days
5 yrs:	15.5 days	15 days	15 days	20 days	25 days	15.5 days	15 days	15 days	15 days		15 days		15 days	18 days
6 yrs:	16 days	15.5 days	16 days	21 days	25 days	16 days	15.5 days	16 days	16 days	9 shifts (216 hrs)	16 days	9 shifts (216 hrs)	16 days	19 days
7 yrs:	16.5 days	16 days	16 days	22 days	25 days	16.5 days	16 days	16 days	16 days		16 days		16 days	20 days
8 yrs:	17 days	16.5 days	17 days	23 days	25 days	17 days	16.5 days	17 days	17 days		17 days		17 days	21 days
9 yrs:	17.5 days	17 days	17 days	24 days	25 days	17.5 days	17 days	17 days	17 days		17 days		17 days	22 days
10 yrs:	18 days	17.5 days	18 days	25 days	25 days	18 days	17.5 days	18 days	18 days		18 days		18 days	23 days
11 yrs:	18.5 days	18 days	18 days	25 days	25 days	18.5 days	18 days	18 days	18 days		18 days		18 days	23 days
12 yrs:	19 days	18.5 days	19 days	25 days	25 days	19 days	18.5 days	19 days	19 days		19 days		19 days	24 days
13 yrs:	19.5 days	19 days	19 days	25 days	25 days	19.5 days	19 days	19 days	19 days		19 days		19 days	24 days
14 yrs:	20 days	19.5 days	20 days	25 days	25 days	20 days	19.5 days	20 days	20 days		20 days		20 days	25 days
15 yrs:	20 days	20 days	20 days	25 days	25 days	20 days	20 days	20 days	21 days		21 days		21 days	26 days
16 yrs:	20 days	20.5 days	20 days	25 days	25 days	20 days	20.5 days	20 days	22 days	12 shifts (288 hrs)	22 days	12 shifts (288 hrs)	22 days	27 days
17 yrs:	20 days	21 days	20 days	25 days	25 days	20 days	21 days	20 days	24 days		24 days		24 days	29 days
18 yrs:	20 days	21.5 days	20 days	25 days	25 days	20 days	21.5 days	20 days	26 days		26 days		26 days	31 days
19 yrs:	20 days	22 days	20 days	25 days	25 days	20 days	22 days	20 days	26 days		26 days		26 days	31 days
20 yrs:	21 days	22.5 days	20 days	25 days	25 days	21 days	22.5 days	20 days	28 days	13 shifts (312 hrs)	28 days	13 shifts (312 hrs)	28 days	33 days
21 yrs:	22 days	23 days	21 days	25 days	25 days	22 days	23 days	21 days	28 days		28 days		28 days	33 days
22 yrs:	23 days	23.5 days	22 days	25 days	25 days	23 days	23.5 days	22 days	28 days		28 days		28 days	33 days
23 yrs:	24 days	24 days	23 days	25 days	25 days	24 days	24 days	23 days	30 days	14 shifts (336 hrs)	30 days	14 shifts (336 hrs)	30 days	35 days
24 yrs:	25 days	24.5 days	24 days	25 days	25 days	25 days	24.5 days	24 days	30 days		30 days		30 days	35 days
25+ yrs:	25 days	25 days	25 days	25 days	25 days	25 days	25 days	25 days	30 days		30 days		30 days	35 days
Vacation Maximum	Annual accrual + 2 weeks			Annual accrual + 4 weeks		Annual accrual + 2 weeks				Annual accrual + 6 shifts	Annuaak accrual + 2 weeks	Annual accrual + 6 shifts	Annuaak accrual + 2 weeks	Annual accrual + 2 weeks
AUTO ALLOWANCE														
	N/A			\$250/month City vehicle is provided to Chief of Police, Fire Chief, and PW Director.		N/A		City vehicle provided		City vehicle provided		City vehicle provided to Non-Suppression Captains		N/A

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BILINGUAL PAY										
EEs are eligible for either:										
Continous	\$60.00 per month	\$100.00 per month	N/A	\$60.00 per month			\$56.00 per month	\$42.00 per month	\$42.00 per month	\$56.00 per month
Situational	\$14/pay period, no more than twice per month.									
PROBATIONARY PERIOD										
	12 months	6-months for the following: Sr. Dispatcher, Crime Scene Specialist 12-months for all others	At Will Employee	6-months, if internal promotion 12-months, non-promotional	Promotions are internal only					
					6-months	12 months	6-months for the following: Apparatus Oprtr. Fire Captain 18 months for: Firefighter	24-months for Police Officers 6-months for Sergeants		
ACEA- Alameda City Employees Association										
PANS- Police Officers Association Non-Sworn										
EXME-Executive Management Employees										
MCEA- Management and Confidential Employees Association										
EUPA-Electric Utility Professionals of Alameda										
AMPU- Alameda Municipal Power Unrepresented Employees										
IBEW-International Brotherhood of Electrical Workers, Local 1245										
APMA-Alameda Police Management Association										
AFCA-Alameda Fire Chiefs Association										
IAFF- International Association of Firefighters Local 689										
APOA-Alameda Police Officers Association										